

Message Text

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ACTION IO-13

INFO OCT-01 ISO-00 IOE-00 SSO-00 NSCE-00 INRE-00 USIE-00

CIAE-00 DODE-00 PM-04 H-02 INR-07 L-03 NSAE-00 NSC-05

PA-02 PRS-01 SP-02 SS-15 COME-00 EB-07 LAB-04 SIL-01

DHA-02 OMB-01 OES-06 AID-05 AF-08 ARA-10 EA-09 EUR-12

NEA-10 /130 W

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O 191553Z MAY 76

FM USMISSION GENEVA

TO SECSTATE WASHDC IMMEDIATE 014

INFO AMEMBASSY BELGRADE IMMEDIATE

ALL EC CAPITALS PRIORITY 061

AMEMBASSY CARACAS PRIORITY

AMEMBASSY BRASILIA PRIORITY

AMEMBASSY SANTIAGO PRIORITY

AMEMBASSY MEXICO PRIORITY

AMEMBASSY VIENNA

AMEMBASSY STOCKHOLM

AMEMBASSY OSLO

AMEMBASSY MOSCOW PRIORITY

AMEMBASSY TOKYO PRITY

AMEMBASSY CANBERRA PRIORITY

AMEMBASSY OTTAWA PRIORITY

UNCLAS SECTION 1 OF 2 GENEVA 3866

DEPT PASS LABOR FOR SEGALL, HOROWITZ AND QUACKENBUSH

E.O. 11652: N/A

TAGS: ELAB ILO

SUBJECT: ILO CONFERENCE: RESOLUTION ON FUTURE ILO ACTIVITY
CONCERNING PROFESSIONAL WORKERS

REF: GENEVA 3858

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1. TEXT OF FOLLOWING RESOLUTION SUBMITTED BY WORKER

REPRESENTATIVES IS UPDATED VERSION OF RESOLUTION
SUBMITTED BY TIMMER TO 1975 ILO CONFERENCE.

1. HUNGARY (J. TIMMER)
2. FRANCE (R. DUHAMEL)
3. CUBA (J. ESCANDELL)
4. CZECHSLOVAKIA (J. HLAVICKA)

2. BEGIN TEXT:

RESOLUTION CONCERNING THE FUTURE ACTIVITIES OF THE INTERNATIONAL
LABOUR ORGANISATION CONCERNING PROFESSIONAL AND SIMILAR
WORKERS, SUBMITTED BY MR. TIMMER, WORKERS' DELEGATE, HUNGARY
THE GENERAL CONFERENCE OF THE INTERNATIONAL LABOUR ORGANISATION,
CONSIDERING THAT SCIENCE AND TECHNOLOGY ARE ACQUIRING GROWING
IMPORTANCE IN PRODUCTION AND ECONOMIC MANAGEMENT IN ALL COUNTRIES
AND THAT THEIR APPLICATION IN A MANNER SUITED TO THE NEEDS
OF INDEPENDENT NATIONAL DEVELOPMENT IS A FACTOR WHICH OPENS
THE WAY FOR LASTING IMPROVEMENT IN THE CONDITIONS
OF LIFE, WORK AND CULTURE AND THE QUALITY OF LIFE OF MANY
PEOPLES,

NOTING THAT FAR-REACHING CHANGES IN THE FORCES OF PRODUCTION WITH
REGARD TO THE DEVELOPMENT OF SCIENTIFIC, TECHNICAL AND TECH-
NOLOGICAL KNOWLEDGE ARE BRINGING ABOUT A SUBSTANTIAL INCREASE
IN THE SIZE OF THE CATEGORY OF PROFESSIONAL AND SIMILAR
WRKERS, PARTICULARLY ENGINEERS, MANAGERS AND TECHNICAL STAFF,
WHO ARE BECOMING MORE AND MORE CLOSELY INTEGRATED IN PRO-
DUCTION,

NOTING THAT IN EVERY COUNTY BASIC OR APPLIEDSCIENTIFIC
RESEARCH HAS BECOME AN IMPORTANT BRANCH OF SOCIAL ACTIVITY
INVOLVING AN EVER GROWING NUMBER OF RESEARCH WORKERS AND
HIGHLY QUALIFIED STAFF,

NOTING WITH CONCERN THAT IN MANY HIGHLY INDUSTRIALISED COUNTRIES
A FORM OF ECONOMIC DEVELOPMENT MARKED BY RESTRUCTURING,
CONCENTRATION OR DECENTRALISATION OF UNDERTAKINGS BASED ON
PRIVATE PROFIT-MAKING RATHER THAN ON A DESIRE TO ACHIEVE TRUE
TATIONALISATION IS TO BLAM FOR THE DECLINE IN THE CONDITIONS
OF EMPLOYMENT AND WORK OF ENGINEERS, MANAGERS AND TECHNICAL
STAFF AND IN PARTICULAR FOR AN INCREASE IN UNEMPLOYMENT AND
UNDEREMPLOYMENT AMONG SUCH CATEGORIES,

NOTING WITH CONCERN THAT IN MANY COUNTRIES ENGINEERS,
MANAGERS AND TECHNICAL STAFF AND HIGHLY QUALIFIED STAFF ARE
SUBJECT TO "SPECIAL CONDITIONS OF SERVICE" WHICH, IN RETURN
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FOR SEEMINGLY FAVOURABLE PROVISIONS, LIMIT THEIR RIGHTS IN REGARD
TO REMUNERATION, CAREER DEVELOPMENT, ADVANCED VOCATIONAL
TRAINING AND CONTINUING TRAINING, REDUCTION IN WORKLOADS, AND
OCCUPATIONAL SAFETY,

NOTING FURTHER THAT IN MANY COUNTRIES PROFESSIONAL AND SIMILAR
WORKERS ARE NOT GUARANTEED FREE ACCESS TO COLLECTIVE BARGAINING
AND OFTEN TO NOT ENJOY THE RIGHT TO ORGANISE IN TRADE UNIONS
AND TO PARTICIPATE IN FORMS OF TRADE UNION ACTION PURSUED BY

THE OTHER WORKERS IN VIOLATION OF THE FREEDOM OF ASSOCIATION
AND PROTECTION OF THE RIGHT TO ORGANISE CONVENTION, 1948 (NO. 87),
AND THE RIGHT TO ORGANISE AND COLLECTIVE BARGAINING CONVENTION,
1949 (NO. 98),
STRESSING THE PROBLEMS RAISED BY THE DEVELOPMENT OF TRANS-
NATIONAL CORPORATIONS AND IN PARTICULAR THE SOCIAL CONSEQUENCES
OF THEIR ACTIVITIES FOR ENGINEERS, MANAGERS AND TECHNICAL
STAFF IN TERMS OF INSECURITY OF EMPLOYMENT, REMOVAL FROM THE
DECISION-MAKING CENTRES, REMUNERATION, CAREER DEVELOPMENT AND
FREEDOM OF ASSOCIATION,
CONSIDERING, WITH REGARD TO THE DEVELOPING COUNTRIES, THAT CERTAIN
HIGHLY INDUSTRIALISED COUNTRIES AND THEIR TRANSNATIONAL
CORPORATIONS ARE USING SCIENTIFIC AND TECHNOLOGICAL PROGRESS
TO AGGRAVATE THE DEPENDENCE OF A GROWING NUMBER OF COUNTRIES
BY MEANS OF POLICIES MAKING THE TRANSFER OF TECHNOLOGY SUBJECT
TO CONDITIONS FOR ITS APPLICATION AND ALSO BY PROMOTING A
"BRAIN DRAIN" FROM THE DEVELOPING COUNTRIES, WHICH ARE THEREBY
BEING DEPRIVED OF THE HIGHLY SKILLED WORKERS WHOM THEY NEED
TO ENSURE THEIR INDUSTRIALISATION AND MORE RAPID DEVELOPMENT

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ACTION IO-13

INFO OCT-01 ISO-00 AF-08 ARA-10 EA-09 EUR-12 NEA-10 SSO-00

NSCE-00 USIE-00 INRE-00 CIAE-00 DODE-00 PM-04 H-02

INR-07 L-03 NSAE-00 NSC-05 PA-02 PRS-01 SP-02 SS-15

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O 191553Z MAY 76

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TORUEHC/SECSTATE WASHDC IMMEDIATE 015

INFO AMEMBASSY BELGRADE IMMEDIATE

ALL EC CAPITALS PRIORITY 062

AMEMBASSY CARACAS PRIORITY

AMEMBASSY BRASILIA PRIORITY

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AMEMBASSY OTTAWA PRIORITY

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DEPT PASS LABOR FOR SEGALL, HOROWITZ AND QUACKENBUSH

REGRETTING THAT THE INTERNATIONAL LABOUR ORGANISATION HAS NOT KEPT
A CONSTANT WATCH ON THIS DEVELOPMENT AND THAT SINCE THE REPORT
ENTITLED NON-MANUAL WORKERS: PROBLEMS AND PROSPECTS WAS SUBMITTED
TO THE INTERNATIONAL LABOUR CONFERENCE AT ITS 51ST (1967)
SESSION THE PROBLEMS OF ENGINEERS, MANAGERS AND TECHNICAL STAFF
AND, IN GENERAL, PROFESSIONAL AND SIMILAR WORKERS HAVE BEEN
DISCUSSED NEITHER AT THE CONFERENCE NOR BY THE ADVISORY
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COMMITTEE ON SALARIED EMPLOYEES AND PROFESSIONAL WORKERS,
DEEPLY CONCERNED AT THE DELAYS IN CARRYING OUT THE ILO
PROGRAMME IN REGARD TO RESEARCH WORK, TECHNICAL CO-OPERATION AND
INTERNATIONAL STANDARDS RELATING TO PROFESSIONAL AND SIMILAR
WORKERS;

1. APPEALS TO THE MEMBER STATES OF THE ORGANISATION TO GUARANTEE
TO ENGINEERS, MANAGERS AND TECHNICAL STAFF ALL THE RIGHTS EMBODIED
IN INTERNATIONAL LABOUR CONVENTIONS AND RECOMMENDATIONS AND
IN PARTICULAR CONVENTIONS NOS. 87 AND 98.

2. REQUESTS THE GOVERNING BODY OF THE INTERNATIONAL LABOUR
OFFICE TO INSTRUCT THE DIRECTOR-GENERAL-

(A) TO GIVE AS SOON AS POSSIBLE TO THE PROGRAMME RELATING TO
PROFESSIONAL AND SIMILAR WORKERS SET OUT IN THE ORGANISATION'S
PROGRAMME BY CONVENING A COMMITTEE OF EXPERTS IN 1977 TO DRAW UP
MODEL RULES CONCERNING THE CONDITIONS OF EMPLOYMENT AND WORK OF
ENGINEERS, MANAGERS AND TECHNICAL STAFF AND, MORE GENERALLY,
PROFESSIONAL AND SIMILAR WORKERS;

(B) TO ENSURE THAT THE DOCUMENTS WHICH THE INTERNATIONAL
LABOUR OFFICE WILL PROPOSE FOR THE COMMITTEE OF EXPERTS COVER
THE FOLLOWING POINTS, AMONG OTHERS, OF CONCERN TO PROFESSIONAL
AND SIMILAR WORKERS:

(I) RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING AND THE
GUARANTEE THAT INDIVIDUAL CONTRACTS MAY NOT IMPAIR THE RIGHTS
PRESCRIBED BY THE COLLECTIVE AGREEMENT;

(II) FULL RESPECT FOR TRADE UNION RIGHTS AND THE EXERCISE OF
SUCH RIGHTS BY ALL AVAILABLE MEANS IN THE UNDERTAKING, THE
ECONOMY AND SOCIETY;

(III) FULL PRODUCTIVE EMPLOYMENT THROUGH PLANNED ECONOMIC DEVELOP-

MENT IN REGARD TO THE APPLICATION OF SCIENCE AND TECHNOLOGY
TO PRODUCTION;

(IV) THE GUARANTEE OF CONTINUING ADVANCED TRAINING AND THE FRANT
OF FACILITIES (PAID EDUCATIONAL LEAVE) TO GIVE EFFECT TO THE
RIGHT TO CONTINUING EDUCATION;

(V) PRECISE DEFINITION OF STANDARD POSTS AND FORMULATION OF
OBJECTIVE GRADING CRITERIA, IN PARTICULAR, INITIATIVE AND
THE RESPONSIBILITIES AND DUTIES PERTAINING TO POSTS;

(VI) GUARANTEE OF CAREER DEVELOPMENT TOGETHER WITH RECOGNITION
OF THE INDIVIDUAL VALUE OF EACH WORKER;

(VII) ELIMINATION OF ANY BARRIER BETWEEN TECHNICAL STAFF AND
ENGINEERS AND BETWEEN MIDDLE AND SENIOR MANAGEMENT;

(VIII) ELIMINATION OF FORMS OF DISCRIMINATION AGAINST FEMALE
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MANAGERS;

(IX) GUARANTEE OF PROTECTION OF EMPLOYMENT AGAINST ABUSIVE
PROVISIONS PRECLUDING COMPETITION;

(X) ELIMINATION OF PROVISIONS WHICH IMPOSE CONTRACTUAL MOBILITY
ON MANAGERAIL STAFF;

(XI) CONDITIONS (HOURS OF WORK, HOLIDAYS, HOUSING, TRANSPORT
EXPENSES OF WORK ORGANISATION FOR MANAGERS ON MISSION;

(XII) FREEDOM OF INVENTION AND IN PARTICULAR THE PROTECTION
OF SALARIED INVENTORS;

(XIII) SAFEGUARDS OF THE RIGHT TO INFORMATION AND TO ACCESS TO
THE FUTURE PLANS OF UNDERTAKINGS SO AS TO ENABLE WORKERS TO SAFE-
GUARD THEIR OCCUPATIONAL INTERESTS;

(XIV) DEMOCRATIC PARTICIPATION IN THE FORMULATION AND IMPLEMEN-
TATION OF THE UNDERTAKING'S GUIDELINES AND POLICY;

(XV) THE CONSEQUENCES FOR SUCH CATEGORIES OF THE ACTIVITIES OF
TRANSNATIONAL CORPORATIONS (EMPLOYMENT, REMUNERATION, CAREER
DEVELOPMENT, FREEDOM OF ASSOCIATION);

(XVI) THE PROBLEMS OF THE "BRAIN DRAIN" FROM DEVELOPING COUNTRIES
AND MEANS OF PUTTING AN END TO IT.

3. REQUESTS THE GOVERNING BODY OF THE INTERNATIONAL LABOUR
OFFICE, IN THE LIGHT OF THE CONCLUSIONS OF THE COMMITTEE OF EXPERTS,
TO PLACE THE QUESTION OF MODEL RULES CONCERNING THE CONDITIONS
OF EMPLOYMENT AND WORK OF PROFESSIONAL AND SIMILAR WORKERS ON
THE AGENDA OF THE 1979 SESSION OF THE INTERNATIONAL LABOUR
CONFERENCE WITH A VIEW TO THE ADOPTION OF AN INTERNATIONAL
INSTRUMENT. END TEXT ABRAMS

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